

To the Members of the California State Assembly:

I am returning Assembly Bill 529 without my signature.

Employees of California State University (CSU) who believe they have been wrongfully denied reasonable accommodation for a disability so that they can return to work have access to the formal complaint procedures established by CSU. They also have available other avenues to file a complaint through the California Department of Fair Employment and Housing or the federal Equal Opportunity Employment Commission or they can file a grievance through their union. This issue may also be addressed through bargaining under the Higher Education Employee Relations Act. This bill undermines the collective bargaining process.

Sincerely,

Arnold Schwarzenegger